

Workers' Compensation Review Committee Established for State Employees

Rhode Island Department of Administration Director Fred Lippitt recently announced the formation of a Worker's Compensation Review Committee in the Department of Administration.

Creation of this committee is the latest in a series of steps aimed at adopting recommendations of the State Employees Workers' Compensation Task Force.

State employees workers' compensation costs have increased substantially over the last decade and now comprise over one percent of the entire state budget. In discussing the need for the committee, Mr. Lippitt said, "Because of the complexity and magnitude of the workers' compensation program, and in the interest of moving forward with a comprehensive and coordinated response in addressing the wellness of state employees and cost containment, the department will maintain continuous monitoring of the program through the Review Committee."

Mr. Lippitt charged the committee with overall management review and programmatic oversight of the State Employees Workers' Compensation Program and, in particular, with respect to ensuring compliance with the Task Force recommendations.

Specifically, the committee is directed to:

- Analyze data and develop targets and goals for departmental workers' compensation objectives and costs;
- Monitor efforts to comply with targeted goals;
- Identify those factors, issues and forces that characterize the state employees workers' compensation program as differing from other programs;
- Monitor the progress of human resource programs such as light duty, modified duty, alternative work assignments, and to assess their effectiveness to the delivery of workers' compensation services; and
- Make recommendations to the Director of Administration for improving the state employees workers' compensation program.

The Workers' Compensation Review Committee is made up of the following representatives of the Department of Administration: Edmond R. Coletta, Deputy Director, Chairman of the Committee; O. B. Kenerson, Associate Director, Division of Administration and Finance; Richard M. Wessels, Associate Director, Division of Human Resources; Frank Knight, Administrator, State Employees Workers' Compensation; and Kathleen M. Spangler, Chief, Office of Management Assistance.

(Continued on page 3)

Breast Cancer Screening Program Offered by Rhode Island Department of Health (DOH) Is First of its Kind in the Nation

State's First Lady Is Honorary Chairperson

The Rhode Island Department of Health is coordinating a breast cancer screening program. It is the first program of its kind in the nation and offers Rhode Island women an opportunity to make a self-referred appointment for a mammogram or breast x-ray.

Mrs. Patricia D. DiPrete, wife of Governor DiPrete, is serving as honorary chairperson for the campaign.

Through this program, mammograms are offered at a reduced cost of \$50 instead of the normal fee, which can range from \$120 to \$200. This reduced rate is accepted at 31 facilities in the state.

All x-ray facilities who are participating in the program needed to comply with program guidelines requiring their use of low dose equipment exclusively designed for mammographic procedures. All facilities have been inspected by the Division of Occupational Health and Radiation Control before acceptance into the program.

Mammograms provide an effective method to detect early breast cancer when it is highly treatable.

The program is directed toward women over 40 who:

- have no breast cancer symptoms
- have not had a mammogram during the past year
- are not pregnant or breastfeeding.

The Rhode Island Division of the American Cancer Society has a major role in the public education aspect of the program. The Society has trained volunteers available to present a "Special Touch" program to community group organizations and places of employment. Anyone interested in arranging for such a program should contact Rhonda Marshall at 722-8480. The program provides instructions for breast self-exam, explains how to arrange for a mammogram through the Breast Cancer Screening Program and also stresses the importance of an annual breast examination by a health provider.

Women interested in obtaining a mammogram are invited to call the special breast cancer screening phone number at the Health Department — 277-3442 or call (toll free) 1-800-752-8088, extension 3442. A staff person will discuss eligibility

(Continued on page 5)



LEGISLATIVE ROUND UP

A selected list of legislation of interest to state employees passed by the 1988 Session of the General Assembly. Note that the number cited opposite the description is not a bill number, but a chapter number in the R.I. Public Laws of 1988.

Business and Professions

- 359 Defines physical therapists and physical therapist assistants; specifies the qualifications for said classes, and provides for licensure requirements and licensing by the board of physical therapy in the Department of Health.
- 434 Enables physical therapists to receive referrals from chiropractors.
- 597 Provides for the storage and maintenance of records of deceased or retired physicians at the state records center.
- 610 Repeals the equivalent education alternative for practical nurse applicants, if not previously licensed.

Children and Child Care

- 148 Assigns to the Department of Human Services the duty to serve as the principal state agency for the planning and coordination of state involvement in the area of child day care.
- 302 Requires municipal police departments to inform the national center for missing and exploited children regarding any child reported missing from their community; to advise the parents or guardians of such missing children of the existence of the national center, and to provide release forms from such national center.
- 560 Provides for the establishment of a group family day care home which would be occupied by a state certified person 21 years of age or older and provide care for not less than 9 and not more than 12 children and gives variance to first floor mandate.
- 602 Provides a tax credit for small business corporations and partnerships who provide child day care services for employees.
- 647 Establishes a \$250,000 child day care grant program within the Department of Human Services to establish and expand child day care programs.

Disabled and Handicapped

- 96 Provides compensation fixed by the court to interpreters for deaf and deaf-mute persons.
- 496 Establishes a government internship program for students with disabilities.

Elderly Affairs

- 303 Establishes a twenty-four hour statewide hot line for elderly abuse.

Employment — Job Development

- 240 Establishes a 0.1% job development assessment to be paid by all contributing employers beginning in 1989, deposited into a special fund administered by the Workforce 2000 Council to be used in providing training, counseling and assessment services to Rhode Island workers.

Equal Opportunity — Affirmative Action — Fair Employment

- 149 Establishes a code of fair practices providing for equal employment opportunities for Rhode Island State Government and those jurisdictions in the private sector specified in statute, included but not limited to areas involving state funds, and areas involving state licensing and regulation.
- 575 Requires the auditor general to make compliance with equal employment opportunity requirements of his audit report.
- 310 Expands the protection against employment discrimination because of pregnancy so that protection under state law will be comparable to the protection under federal law.

Firefighters and Police

- 329 Includes members of the state fire marshal's office under the provisions of the general laws providing benefits to policemen and firemen injured in the line of duty.
- 382 Adds police officers to the protection of receiving notification when (s)he has dealt with a person who may have an infectious disease; and also allows a police officer to be vaccinated against Hepatitis B.
- 538 Provides that cities and towns may by ordinance permit the retirement of a member on a service retirement allowance provided (s)he has completed at least twenty (20) years of total service. (Cities of Providence and Cranston are excluded since they are not in the State retirement system).
- 622 Defines the term "totally and permanently" to mean any impairment of mind and body making it impossible to follow continuously, a gainful occupation.

Health

- 135 Requires health care providers to transfer copies of diagnostic test results to any subsequent health care provider upon the request of the patient, his/her authorized representative or treating physician.
- 383 Establishes a health planning process within the Department of Health.
- 405 Establishes conditions under which persons may be tested for infection with the AIDS virus; establishes conditions under which test results may be disclosed; and bars discrimination in housing, employment, or delivery of services to individuals based on test results.
- 503 Sets requirements for reporting infectious diseases.
- 532 Mandates coverage for mammograms and pap smears by all health insurers.
- 621 Repeals the "sunset" provisions of the Rhode Island CHIP Program and provides assurances that the State's program will not duplicate benefits which may become available under any federal health insurance program.

Labor Relations

- 80 Increases from \$300,000 to \$450,000 the amount the director of workers' compensation may annually expend from the second injury fund.
- 128 Requires employers to pay laid-off employees the same prior wages earned upon their return to work.
- 168 Provides that when calculating an individual's base period for purposes of unemployment compensation benefits, weeks in which an individual collected workers' compensation benefits and/or temporary disability insurance benefits shall not be included as a consecutive week.
- 184 Provides that a person receiving unemployment benefits who is injured while unemployed, and as a result of said injuries, becomes ineligible for unemployment compensation, shall be eligible to receive temporary disability insurance benefits.
- 229 Allows the Director of the Department of Workers' Compensation to assess penalties on employers and insurers for not filing reports and providing information required by the Workers' Compensation Act or the Director, rather than prosecuting each offense as a misdemeanor.
- 648 Expands coverage of the R.I. Whistleblowers Law to include employees of corporations, partnerships, associations, sole proprietorship or business entity who receive operating funds from state or municipal government.

Legal Affairs and Procedures

- 87 Provides for a fine up to \$1,000 against a public body for denying a person access to public records.
- 136 Grants immunity to school teachers, supervisors, administrators and other employees who possess a certificate from the Department of Education or the Board of Regents for elementary and secondary education from liability incurred in the defense

LEGISLATIVE ROUND UP Continued

of criminal charges brought against them in the performance of their duties or within the scope of their employment.

- 161 Allows an agent of a federal or state agency, public utility, or national bank to comply with a subpoena by providing copies of all requested documents to the attorney requesting production, and allows use of photostatic copies of those records as evidence. It also sets forth procedure for agents in the case of inability to comply with subpoena.
- 378 Allows editorial license for the changing of a pronoun, where gender appropriate, during reproduction of existing laws.
- 619 Prohibits judges from granting work release to persons convicted of sex offenses involving minors.

Retirement

- 409 Allows employees in the state retirement system on sick leave, workers' compensation, or on leave without pay, to purchase up to 4 years of service credit at the full actuarial cost for the period for which the member seeks membership service credit, plus regular interest for time allowed to be purchased under present law.
- 514 Permits state retirees to serve on part-time boards or commissions without forfeiting any retirement benefits.
- 520 Provides that any members of the retirement system who are laid off shall have 5 years from the date of return to service to purchase up to one year credit for the lay-off period.
- 616 Allows workers' compensation commissioners who were members of the state retirement system prior to becoming a commissioner to remain a member of the system.

State Affairs and Government

- 301 Establishes a Family and Trust Fund Advisory Council consisting of fifteen (15) members, charged with the powers and duties formerly vested in the state Advisory Council for Children and Their Families.
- 550 Provides the Director of the Department of Administration with the option of delegating his authority to the Director of the R.I. Department of Transportation in cases concerning RIDOT contracts.

State Employees

- 527 Provides that all nonclassified employees of the boards of governors who have earned twenty (20) years of service credit shall have the right of permanent status in their positions, except for faculty employed by the board of governors and nonclassified employees who have acquired tenure as faculty.
- 558 Requires a physician's note or other satisfactory evidence to the Appointing Authority for illness after three (3) consecutive days of absence and for each and all other illness requests thereafter from the employee regardless of duration, in any given calendar year.
- 571 Provides for longevity payments for certain employees of the Board of Governors for Higher Education, Board of Regents for Elementary and Secondary Education, and the R.I. public telecommunication authority. It also provides for a salary improvement plan for faculty of the state institutions of higher education.
- 637 Changes the appointed representative on the unclassified pay plan board from the Superior Court Administrator to the State Court Administrator.

Veterans Affairs

- 343 Removes the requirement that veterans be discharged for medical reasons in order to receive tenure after ten years as a state employee under the disabled veteran provision.
- 430 Changes the date for eligibility of benefits for merchant marines to December 7, 1941.
- 547 Reduces from 20 years to 15 years the amount of time necessary to qualify for Veterans' Status (tenure in the position in which the veteran is employed by the State).



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

No.	Date	Subject
88-6	4-7-88	Establishes a Christopher Columbus Quincentenary Celebration Committee to prepare for the 500th anniversary celebration in 1992 of the voyage of discovery of Christopher Columbus during which he sailed to the New World. Also establishes a Grand Regatta Committee to attract a Tall Ships Parade in commemoration of the quincentenary.
88-7	5-2-88	Establishes the Governor's Year 2000 Infrastructure Task Force to examine the state's infrastructure needs through the year 2000.
8-88	6-28-88	Assigns to the Capital Center Project Construction Management Team additional responsibility of carrying out the State's obligations under the Comprehensive Agreement with the City of Providence relative to the Providence River Relocation/Memorial Boulevard Extension Project.
8-89	7-5-88	Appoints a fact-finding board to ascertain all facts bearing on the dispute leading to the cancellation of the Jamestown Bridge Construction Contract between the State and the contractor, Clark-Fitzpatrick Incorporated/Franki Foundation Co.

For more information or copies of Executive Orders, contact the Office of the Governor's Legal Counsel, Room 320, State House — 277-2080.

Miscellaneous

- 361 Repeals certain sections of the general laws relating to flares and warning devices on motor vehicles and replaces them with a new section requiring all trucks, truck/tractors or passenger buses to carry flares or other warning devices for stopped and/or disabled vehicles, including vehicles used by the various state departments and agencies.
- 659 Requires reasons for disclosure for closed meetings, notice to persons being discussed in closed meetings, citizen complaint procedure, and Attorney General annual reports.

WORKERS' COMPENSATION Continued

Other recent steps taken to implement the Task Force recommendations include the creation of a case management unit within the Department of Administration. This unit is staffed with six professionals and is responsible for implementing a comprehensive safety loss prevention program throughout state government, and development and operation of a full scope of case management services. Also, efforts have been made to establish linkages with the University of Rhode Island and the Dr. John E. Donley Rehabilitation Center for the rehabilitation of injured workers.

pRIde

Personnel pRIde is published by the Office of Personnel Administration, Division of Human Resources, Department of Administration, 289 Promenade Street, Providence, RI 02908-5788.

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HEALTHCARE COVERAGE THAT LETS YOU DECIDE WHAT'S BEST — AND HOLDS DOWN COSTS.



People today are becoming increasingly concerned about their health care coverage and making decisions armed with more knowledge and sophistication. From requesting second surgical opinions to inquiring about fee information, people are learning it's perfectly acceptable to ask important health care questions. Here are two programs covered by Blue Cross & Blue Shield of Rhode Island that can help you become a wiser purchaser of health care:

Know Your Options Before You Decide

It makes sense, before any surgery, to obtain more than one medical opinion. Your doctor knows this. Compare it to how you would make any other major decision: you would weigh all your options and consider the alternatives. Often, even with surgery, you have choices. Not every doctor recommends the same procedure. Perhaps your particular case offers you choices to consider.

Remember also that doctors understand the emotional stress you may feel when facing an operation. Your own doctor may suggest you seek another professional's opinion before you decide.

Blue Cross & Blue Shield of Rhode Island will cover the cost of obtaining a second, and even a third medical opinion, if your doctor recommends surgery.

Just call our Second Opinion Program at (401) 272-5670 or toll-free, 1-800-635-2477 for the names of qualified physicians and surgeons in your area. If the surgery is not recommended, you may choose to obtain a third opinion.

Getting another opinion before surgery gives you the benefit of more than one medical expert's advice. This way, you'll be able to make a more informed decision.

Surgery, And Home The Same Day

Many types of surgery are now performed without ever admitting the patient to the hospital. It is estimated that almost half of all surgery can be performed in the hospital's out-patient department, or right in the doctor's office.

Same-Day surgery means you can go home — the same day — to recuperate in more comfortable and familiar surroundings, without the added inconvenience of being hospitalized. Many patients find it lessens their anxiety and shortens the time away from jobs or family.

The day before your surgery, you have all the necessary lab tests done in the hospital outpatient department. The next morning you return, have the surgery performed, rest awhile, then return home.

Blue Cross & Blue Shield of Rhode Island covers Same-Day surgery just as it would if you were hospitalized, including your out-patient testing.

If your doctor recommends surgery, ask about Same-Day surgery. You'll avoid hospitalization and help keep down the cost of your health care insurance.

For more information call Blue Cross & Blue Shield Customer Service, at (401) 831-7300 or toll-free, 1-800-527-7290.

STRESS MANAGEMENT CLASSES POPULAR

A recent series of Stress Management classes conducted for Rhode Island state employees and sponsored by HMO Rhode Island, has been termed a success by both participants and sponsors.

So popular were the classes that many would-be participants were turned away because of over-subscription. Nevertheless, more than three hundred state employees from six departments and agencies attended the series conducted by Dr. Barry Josephson, Psychologist and Lecturer from Psychological Associates of Warwick, RI.

Employees in attendance included representatives from the following agencies: Department of Mental Health, Retardation and Hospitals (MHRH); Department of Administration (DOA); Department of Elderly Affairs (DEA); Rhode Island Emergency Management Agency (RIEMA); Department of Human Services (DHS) (Veterans' Home); Department of Labor (DOL) (Occupational Safety).

The series was coordinated by Cindy Warren and Shirley Wells of HMO Rhode Island, and Debra Jodoin from the Office of the Personnel Administrator.



Dr. Barry Josephson, Psychologist and Lecturer, conducting class on Stress Management, sponsored by HMO Rhode Island.



PUBLICATIONS



For more information on Human Resource publications, call 277-2160.

Who's Who in Rhode Island State Government	\$25.00
Classified Pay Plan	\$25.00
Unclassified Pay Plan	\$10.00
Personnel Rules, Rhode Island State Government	\$10.00
Employment Laws, Rhode Island	\$25.00
Preparing for Affirmative Action: Equal Opportunity and Affirmative Action for Supervisors	\$10.00
	plus more!!!

Make check payable to:
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STATE GOVERNMENT EXAMINATIONS

ADVANCE NOTICE

This is a **Tentative** Schedule for Application to Examinations; **WATCH SUNDAY PROVIDENCE JOURNAL**, Section 312 for official announcement.

This schedule is subject to change without notice by the Office of Personnel Administration (OPA); other examinations may be added to schedule without advance notice.

DO NOT submit applications prior to application period.

(Tentative) Application Period	State Examinations	Pay Grade*
08/22/88 - 09/09/88	Revenue Officer	(21)
09/12/88 - 09/30/88	Library Technician	(12)
09/12/88 - 09/30/88	Librarian	(18)
09/19/88 - 10/07/88	Laboratory Technician	(15)
09/26/88 - 10/14/88	Food Service Manager (SLP)	(19)
09/26/88 - 10/14/88	Food Service Supervisor	(13)
10/03/88 - 10/21/88	Supervising Auditor	(31)
10/10/88 - 10/28/88	Assoc. Dir. & Supt. of Bank & Security	(41)

BREAST CANCER SCREENING Continued

requirements and an appointment will be made at a time and place convenient to the applicant.

Healthmate, HMO Rhode Island and Ocean State will cover the \$50 cost of screening. If you have Blue Cross/Blue Shield Major Medical and have met your deductible, you will be reimbursed 80% of the cost.

All women will be notified of the results of her screening as well as their health provider. Follow-up of women with special needs will also be done.

It is estimated that early detection through mammography could significantly increase the breast cancer cure rate. In Rhode Island, that could mean saving perhaps 80 lives a year as well as avoiding the need for major surgery for many other women.

10/17/88 - 11/04/88	Heating Plant Engineer	(17)
10/17/88 - 11/04/88	Power Plant Engineer	(18)
10/24/88 - 11/11/88	Youth Home Life Supervisor (Cort.)	(17)
10/24/88 - 11/11/88	Youth Correctional Officer	(18)
10/31/88 - 11/18/88	Data Entry Unit Supv. (OIP)	(22)
11/07/88 - 11/25/88	Respiratory Therapy Technician	(13)
11/07/88 - 11/25/88	Employment Security Research Technician	(32)
11/14/88 - 12/02/88	Clinical Training Specialist	(25)
11/21/88 - 12/09/88	Clinical Psychologist (Ph.D. Qualified)	(32)
11/21/88 - 12/09/88	Management & Methods Analyst	(22)
11/21/88 - 12/09/88	Senior Management & Methods Analyst	(25)
11/21/88 - 12/09/88	Principal Management & Methods Analyst	(28)
11/28/88 - 12/16/88	Senior Fireperson (LP)	(13)
11/28/88 - 12/16/88	Senior Fireperson (HP)	(16)
11/28/88 - 12/16/88	Power Generating Fireperson	(15)
11/28/88 - 12/16/88	Casework Supervisor	(23) (26)
11/28/88 - 12/16/88	Senior Casework Supervisor	(30)
11/28/88 - 12/16/88	Chief Casework Supervisor	(34)
12/05/88 - 12/23/88	Community Development Training Spec.	(22)
12/05/88 - 12/23/88	Senior Community Development Training Spec.	(26)
12/05/88 - 12/23/88	Principal Community Development Train. Spec.	(29)
12/05/88 - 12/23/88	Supervisor Community Development Train. Spec.	(31)

For more information, call your department officer.



In 1939, they made a vow to be
there in sickness and in health.
So did we.

Nearly 50 years ago, we made a promise to
provide all of the people in Rhode Island with the best
health care possible.

We meant it then. We mean it now.



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No One Protects You Better